

8 Dec 21

From: LER
To: Interim Provost
Via: Command Counsel

Subj: PRE-ACTION INVESTIGATION INTO MULTIPLE ALLEGATIONS OF
UNPROFESSIONAL INTERPERSONAL BEHAVIOR AMONG FACULTY IN THE
STRATEGY AND POLICY DEPARTMENT TO INCLUDE POTENTIAL GENDER
DISCRIMINATION AND DEVIATION TO INSTRUCTIONS RELATING TO THE
PROMOTION AND TENURE PROCESS

Ref: (a) SECNAVINST 12752.1A
(b) Appointing Order of 27 Apr 21

Encl: (1) (b) (6) Report of Pre-Action Investigation of 14 Oct 21
(2) Draft endorsement

BLUF: (b) (6) investigation did not find sufficient evidence to support allegations of gender discrimination. However, there was sufficient evidence to substantiate the allegations regarding deviation from the instructions re promotion and tenure process.

1. Pursuant to references (a) and (b), (b) (6) conducted a pre-action investigation into numerous allegations concerning unprofessional interpersonal behavior among the faculty in the Strategy and Policy (S&P) Department. The initial report took an extended period of time to complete due to the number of people (b) (6) had to interview. His final report was delayed because he was asked to clarify his report and provide witness statements or summaries of interviews.
2. (b) (6) report is attached as enclosure (1) for your review. Enclosure (1) methodically and specifically addresses 11 separate allegations. Enclosure (1) does not substantiate any allegations of gender discrimination. However, it substantiates allegation 5, (b) (6) deviation to instructions regarding the tenure and promotion process. (b) (6), S&P Chair, has already addressed (b) (6) actions with counseling as corrective action. Paragraph 3 of enclosure (1) presents a detailed description of the work environment, atmosphere, and culture in S&P.
3. Recommend the Provost sign the draft endorsement, enclosure (2), accepting the findings of enclosure (1).
4. Please let me know if you have any questions.

Very respectfully,

(b) (6)

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